



Scott McCallum  
Governor

A Publication of the  
**EXAMINING BOARD OF SOCIAL WORKERS, MARRIAGE AND  
FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS**

Volume 8, No. 2

October 2002

**EXAMINING BOARD OFFICERS**

Linda Schwallie, Chair

Crystal Berg, Vice Chair

Colleen S. James, Secretary

**MEMBERS OF THE BOARD BY SECTION**

**Social Workers**

Douglas V. Knight, CICSW, Chair (Eau Claire)

George Kamps, CICSW, Secretary (Green Bay)

Crystal A. Berg, Public Member (Hartford)

Jennifer E. Borup, CISW (Hudson)

**Marriage and Family Therapists**

Linda Schwallie, CMFT, Chair (Green Bay)

Peter Fabian, CMFT, Vice-Chair (Madison)

Anne Marie Rathburn, Public Member, Secretary  
(Oneida)

Lynn Gauger, CMFT (Brookfield)

**Professional Counselors**

Colleen S. James, CPC, Chair (Portage)

Susan A. Kell, CPC, Vice-Chair (Madison)

Susan M. Putra, CPC, Secretary (Watertown)

LaMarr J. Franklin, Public Member (Glendale)

**Administrative Staff**

Kimberly M. L. Nania, Ph.D., Bureau Director

Cletus Hansen, Board Services Administrator

John Schweitzer, Legal Counsel

**Executive Staff**

Oscar Herrera, Secretary

Greg Horstman, Deputy Secretary

Myra Shelton, Executive Assistant

**to all Social Workers,  
Marriage and Family Therapists  
and Professional Counselors**

The June Regulatory Digest provided some information on the changes brought about by 2001 Act 80, which the legislature passed this spring.

This issue provides additional and updated information along with some of the basic information about Act 80 that was contained in the June Digest.

Act 80 may have no effect on a majority of certificate holders, but please read this carefully to determine if there is anything you may need to do.

Changes may yet occur before the November 1st effective date of the new statutes and rules, but you are being provided with the most recent information as of the date of this publication. The Department will not be able to communicate with you again in writing before November 1<sup>st</sup>, but you may log on to the Department's web site: [www.drl.state.wi.us](http://www.drl.state.wi.us) and look under "What's New" for updates.

<b>Contents</b>	
AODA Counseling.....	2
Billing .....	3
Board Name.....	3
Certification vs Licensure.....	3
Continuing Education .....	3
Licenses (Printed).....	4
Outpatient Mental Health Clinics .....	4
Professional Liability Insurance.....	4
Psychometric Testing .....	4
Psychotherapy Practice by PCs.....	4
Supervised Practice and Supervisors .....	4
Notice to Supervisors.....	5
Disciplinary	
Actions.....	5
Telephone Directory and DRL Services .....	6

**IMPORTANT NOTICE**

## AODA Counseling

A person credentialed by the Examining Board may treat alcohol or substance dependency or abuse as a specialty only if he or she is qualified to do so by education, training and experience. The rules regarding this topic are still subject to change, but it has been proposed that qualification to treat alcohol or substance dependency or abuse as a specialty may be demonstrated by certification as a substance abuse counselor under HFS 75.02 (84), Wis. Adm. Code (i.e., from the Wisconsin Certification Board), or completion of the following requirements:

- (a) successful passage of the International Certification Reciprocity Consortium (ICRC) written counselor certification examination;
- (b) at least 1,000 hours of face-to-face counseling experience with individuals diagnosed with substance use disorder (which can be either the same as or separate from the hours for initial licensure); and
- (c) at least 180 contact hours of AODA-specific education across the following four knowledge domains, further defined in the technical assistance publication series number 21 (TAP-21) available from the U.S. Department of Health and Human Services.

### 1. Understanding addiction.

- a. Understand a variety of models and theories of addiction and other problems related to substance use.
- b. Recognize the social, political, economic and cultural context within which addiction and substance abuse exist, including risk and resiliency factors that characterize individuals and groups and their living environments.
- c. Describe the behavioral, psychological, physical health, and social effects of psychoactive substances on the user and significant others.
- d. Recognize the potential for substance use disorders to mimic a variety of medical and psychological disorders and the potential for medical and psychological disorders to co-exist with addiction and substance abuse.

### 2. Treatment knowledge.

- a. Describe the philosophies, practices, policies and outcomes of the most generally accepted and scientifically supported models of treatment, recovery, relapse prevention, and continuing care for addiction and other substance-related problems.

- b. Recognize the importance of family, social networks, and community systems in the treatment and recovery process.
- c. Understand the importance of research and outcome data and their application in clinical practice.
- d. Understand the value of an interdisciplinary approach to addiction treatment.

### 3. Application to practice.

- a. Understand the established diagnostic criteria for substance use disorders and describe treatment modalities and placement criteria within the continuum of care.
- b. Describe a variety of helping strategies for reducing the negative effects of substance use, abuse and dependence.
- c. Tailor helping strategies and treatment modalities to the client's stage of dependence, change or recovery.
- d. Provide treatment services appropriate to the personal and cultural identity and language of the client.
- e. Adapt practice to the range of treatment settings and modalities.
- f. Be familiar with medical and pharmacological resources in the treatment of substance use disorders.
- g. Understand the variety of insurance and health maintenance options available and the importance of helping clients access those benefits.
- h. Recognize that crisis may indicate an underlying substance use disorder and may be a window of opportunity for change.
- i. Understand the need for and the use of methods for measuring treatment outcome.

### 4. Professional readiness.

- a. Understand diverse cultures and incorporate the relevant needs of culturally diverse groups, as well as people with disabilities, into clinical practice.
- b. Understand the importance of self-awareness in one's personal, professional and cultural life.
- c. Understand the addiction professional's obligations to adhere to ethical and behavioral standards of conduct in the helping relationship.
- d. Understand the importance of ongoing supervision and continuing education in the delivery of client services.
- e. Understand the obligation of the addiction professional to participate in prevention as well as treatment.
- f. Understand and apply setting-specific policies and procedures for handling crisis or dangerous situations, including safety measures for clients and staff.

Note that under the proposed rules there is no requirement at this time that this information be filed with the board or the department. The burden will be on each individual practitioner to ensure that he or she is not violating section SFC 20.02 (1) by "performing or offering to perform services for which the credential holder is not qualified by education, training or experience."

**Successful passage of the ICRC exam will be required, whether or not a credential-holder chooses to be certified by the Wisconsin Certification Board.** Information on signing up for and taking the ICRC and about certification as a substance abuse counselor through the Wisconsin Certification Board may be obtained at: [www.wisconsinrecertificationboard.org/act80page.htm](http://www.wisconsinrecertificationboard.org/act80page.htm)

The titles "AODA counselor" and "chemical dependency counselor" may only be used by persons certified through DHFS (i.e., the Wisconsin Certification Board).

### **Billing**

It is possible that some private insurance companies will reimburse licensees for services that would not be reimbursed for certificate-holders, but Act 80 does not require such reimbursement. Act 80 does not directly affect a licensee's (or certificate holder's) ability to bill for services, and such determinations will be made by each company.

To bill for third-party payment by federal programs in a certified outpatient mental health clinic, you will still have to obtain an authorization letter from the Bureau of Quality Assurance in DHFS; the DHFS requirement for 3,000 hours of supervised practice is similar to the 3,000 hour requirement for licensure, but not identical. Both departments are aware of the desirability of conforming these similar requirements, but that has not been accomplished yet.

### **Board Name**

Effective November 1<sup>st</sup>, the Board's name will change from the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors to the Marriage and Family Therapy, Professional Counseling and Social Work Examining Board.

## **Certification vs. Licensure**

The terms "certification" and "licensure" are not strictly defined, and certain professions apply them differently, but in the context of marriage and family therapy, professional counseling and social work, "certification" provides only **title protection** (that is, it restricts the use of the **titles** MFT, PC, and ICSW to certificate-holders) whereas "licensure" provides **practice protection** as well as title protection (that is, it restricts the **practice** of marriage and family therapy, professional counseling, and clinical social work as well as the use of the titles).

Act 80 replaces certification with licensure for Marriage and Family Therapists, Professional Counselors, and Independent Clinical Social Workers. Certified Marriage and Family Therapists will become Licensed Marriage and Family Therapists (LMFT), Certified Professional Counselors will become Licensed Professional Counselors (LPC), and Certified Independent Clinical Social Workers will become Licensed Clinical Social Workers (LCSW). The other categories of Social Worker, basic- or bachelors-level Social Worker (CSW), Advanced Practice Social Worker (CAPSW), and Independent Social Worker (CISW) will remain certified.

Act 80 provides that any MFT, PC or ICSW who is certified in good standing on November 1, 2002 will be granted licensure. This will occur automatically, and certificate-holders will not have to "apply" for licensure. New "licenses" will be printed at renewal time, which is June 30, 2003. Verification of licensure will be available on-line through the Department's web site.

### **Continuing Education**

Continuing education is already required for holders of Social Work certification. The requirement for 30 hours of continuing education every two years will continue with some relatively minor wording changes, the most substantive of which will be a rewording of the ethics requirement, from *"at least 4 hours shall be in the subject area of social work ethics. At least 2 of the 4 hours shall be in issues concerning professional boundaries"* to *"at least 4 hours shall be in the subject area of social work ethics and boundaries."*

Continuing education will be required for MFTs and PCs. Licensees in both professions will

have to acquire 30 hours of continuing education between July 1, 2003 and June 30, 2005.

Finally, under the proposed rules a credential holder who treats alcohol or substance dependency or abuse as a specialty must complete at least 10 of the required 30 continuing education hours in alcohol or substance dependency or abuse education, and will be granted credit for no more than 18.

### **Licenses (Printed)**

New Licenses will be printed at renewal time around June 30, 2003.

### **Outpatient Mental Health Clinics**

Act 80 does not change the rules in Chapter HFS 61 for certified outpatient mental health clinics, including the rule regarding acceptable supervisors for psychotherapy.

### **Professional Liability Insurance**

Any licensee practicing marriage and family therapy, professional counseling or clinical social work will be required to obtain professional liability insurance in the amount of \$1 million for each occurrence and \$3 million for all occurrences in a year. Employees of federal, state or local governmental agencies are exempted from this requirement.

### **Psychometric Testing**

MFTs, PCs and SWs will be allowed to engage in psychometric testing only if the appropriate section of the board receives and approves the following:

- (a) Academic training at the graduate or post-graduate level that covered
  - descriptive statistics,
  - reliability and measurement error,
  - validity and meaning of test scores,
  - normative interpretation of test scores,
  - selection of appropriate test(s),
  - test administration procedures,
  - ethnic, racial, cultural, gender, age and linguistic variables, and
  - testing individuals with disabilities.
- (b) An affidavit from a psychologist that the individual licensee has acquired supervised experience and acquired specific
- (c) qualifications for the responsible selection, administration, scoring and interpretation of one or more particular psychometric tests,

including, if appropriate, use of the test(s) in particular settings or for specific purposes. Particular settings include an employment context, an educational context, a career and vocational counseling context, a health care context, or a forensic context. Specific purposes include classification, description, prediction, intervention planning, tracking, training and supervision.

### **Psychotherapy Practice by Professional Counselors**

Professional Counselors who wish to provide psychotherapy must be qualified by education, training and experience. This may be demonstrated by the following:

- (a) successful completion of the national counselor mental health certification examination (NCMHCE),
- (b) at least 180 contact hours of postgraduate training in psychotherapy modalities, and
- (c) an affidavit by a supervisor qualified and authorized to practice psychotherapy that the individual has completed at least 3,000 hours of supervised clinical professional counselor practice in not less than 2 years, including at least 1,000 hours of face-to-face client contact and including DSM diagnosis and treatment of individuals.

Note that there is no requirement at this time that this information be filed with the board or the department.

### **Supervised Practice and Supervisors**

Act 80 changes the number of hours of required supervised practice for all new licensees (except PCs with a doctorate) to at least 3,000 hours of supervised clinical experience, including at least 1,000 hours of face-to-face client contact. Act 80 also changes the list of approved supervisors. For all three licensed professions, the list of acceptable supervisors will be:

- professionals with the same credential (LMFT, LPC or LCSW) with a doctorate,
- professionals with the same credential (LMFT, LPC or LCSW) with 5 years of clinical experience,
- psychiatrists,
- psychologists, or
- other persons approved by the section in advance.

Visit "What's New" at [www.drl.state.wi.us](http://www.drl.state.wi.us) for further updates.



In addition, the Professional Counselor Section will accept supervision by a person employed by the Division of Vocational Rehabilitation (DVR) as a civil service vocational rehabilitation supervisor, level 3, who is a Licensed Professional Counselor or who has engaged in the equivalent of 5 years of full-time professional counseling, and the Marriage and Family Therapist Section will accept supervision by a person who holds an "approved supervisor" certificate from the American Association for Marriage and Family Therapy (AAMFT.)

Please note that under existing rules, any supervising social worker must have at least a master's degree in social work and that under other rules that went into effect on August 1, 2002, clinical social work hours accrued after August 1, 2002 will not be accepted unless the supervisee holds a certificate as an APSW or an ISW.

### **Notice to Supervisors**

Please provide the information in this Digest to persons who are practicing under your supervision but not yet certified or licensed by the Examining Board.

### **Disciplinary Actions**

The disciplinary summaries are taken from orders that can be reviewed on the Department of Regulation and Licensing Web site: [www.drl.state.wi.us](http://www.drl.state.wi.us). Click on "Publications" and then "Reports of Decisions" to view the order. Decisions reported below may have an appeal pending and the discipline may be stayed. The current status of the discipline may be viewed on the Department's Web Site under "License Lookup," by calling (608) 266-2112 or by checking the progress of cases in court at: [www.courts.state.wi.us](http://www.courts.state.wi.us).

#### **DENNIS ARNOLD ALLEN, CICSW**

##### **DEPERE WI VOLUNTARY SURRENDER**

While employed at Oshkosh Correctional Institution, made derogatory remarks about the sex offenders treatment program and led inmates to believe it was not in their best interest to enroll in the program. Certified he had evidence of completing continuing education hours, but in fact did not have evidence of completing the education. Dated 7/16/2002. Wis. Stat. 457.26(2)(a), (h), Wis. Admin. Code SFC 20.02(4), (19), (22). Case #LS0207162SOC

#### **DENNIS ARNOLD ALLEN, CPC**

##### **DEPERE WI VOLUNTARY SURRENDER**

While employed at Oshkosh Correctional Institution, made derogatory remarks about the sex offenders treatment program and led inmates to believe it was not in their best interest to enroll in the program. Dated 7-16-2002. Wis. Stat. 457.26(2)(h), Wis. Admin. Code SFC 20.02(22). Case #LS0207171CPC

#### **TRESSA L STROUD, CICSW**

##### **IOLA WI**

##### **SUSPENDED**

Performed services for which she was not qualified by education, training or experience. Failed to avoid dual relationships. Failed to maintain adequate records. Gross negligence in practice. Dated 6/13/2002. Sec. 457.26(2)(f), Wis. Stats. SFC 20.02(1), (13), (18), (22), Wis. Admin. Code. Case #LS0206133SOC

#### **CRYSTAL S YOUNG, CSW**

##### **NEILLSVILLE WI**

##### **REPRIMAND**

Failed to maintain adequate records relating to services provided to clients. Dated 5/15/2002. Sec. 457.26(2)(f), Wis. Stats. Sec. SFC 20.02(18), Wis. Admin. Code. Case #LS0205151SOC

#### **JANE A KELLEY, CICSW**

##### **MILWAUKEE WI**

##### **REPRIMAND**

Engaged in sexual conduct with a former client within 2 years of termination of professional services. Dated: 6/13/2002. Sec. 457.26(2)(f), Wis. Stats. SFC 2.02(11), Wis. Admin. Code. Case #LS0206131SOC

#### **LYNN T AUSTRHEIM, CICSW**

##### **BARRINGTON IL**

##### **VOLUNTARY SURRENDER**

Signed his renewal form indicating he had completed 30 credit hours of continuing education between the 6/30/99 and 6/30/01 biennium. An audit revealed he had failed to complete the 30 hours. Dated: 6/13/2002. Sec. 457.26(2)(h), Wis. Stats. SFC 20.02(19), Wis. Admin. Code. Case #LS0206134SOC

#### **LAURIE E LESHAUN, CSW**

##### **MILWAUKEE WI**

##### **SUSPENDED/COSTS**

Formed a personal relationship with a client while the client was an inmate at a correctional institution in which she worked. Dated 8/15/2002. Wis. Admin. Code SFC 20.02(7), (11), (13), (22). Case #LS0206062SOC

#### **LAWRENCE A KANE III, CICSW**

##### **GLENDALE WI**

##### **REPRIMAND**

Advertised with a sign which erroneously identified him as a psychologist. Dated 8/15/2002. Wis. Stat. 457.26(2)(h); Wis. Admin. Code SFC 20.02(5). Case #LS0207192SOC

#### **CYNTHIA JILL KLEIN, CICSW**

##### **HARRIS MN**

##### **SUSPENDED**

Failed to avoid dual relationships or relationships that might impair her objectivity or create a conflict of interest. Suspended for at least 90 days, retroactive to 6/1/2002. Sec. 457.26(2)(h), Wis. Stats. Sec. SFC 20.02(13), Wis. Admin. Code. Case #LS0206132SOC

Wisconsin Department of  
Regulation and Licensing  
Examining Board of SWMFTPC  
P.O. Box 8935  
Madison, WI 53708-8935

RETURN SERVICE REQUESTED

**WISCONSIN  
EXAMINING BOARD OF SOCIAL  
WORKERS, MARRIAGE & FAMILY  
THERAPISTS, AND PROFESSIONAL  
COUNSELORS  
REGULATORY DIGEST**

PRSRT STD  
U.S. Postage  
Paid  
Madison, WI  
Permit No. 1369

**TELEPHONE DIRECTORY -- QUICK KEYS**

To contact the Department, just dial (608) 266-2112, then enter the Quick Key numbers below for the assistance you need:

To request an application packet:	press 1-1-3
To check the status of a pending application:	press 1 - 2
To discuss application questions:	press 1 - 3
To discuss temporary license questions:	press 1 - 3
To renew or reinstate a permanent license:	press 1 - 4
To renew or reinstate a permanent license:	press 2 - 1
To renew a temporary license:	press 2 - 2
To obtain proof of licensure to another state:	press 3 - 1
To find out if a person is licensed:	press 3 - 2
To file a complaint on a license holder:	press 8
To check the status of complaints:	press 8
For all other licensing questions:	press 1 - 3

**VERIFICATIONS**

Verifications are now available online at [www.drl.state.wi.us](http://www.drl.state.wi.us). On the Department Web site, please click on "License Lookup". If you do not use the online system, all requests for verification of licenses/credentials must be submitted in writing. There is no charge for this service. Requests should be sent to the Department address or may be faxed to (608) 261-7083 - ATTENTION: VERIFICATIONS. Requests for endorsements to other states must be made in writing -- please include \$10 payable to the Department.

**2002 SWMFTPC BOARD MEETINGS:**

Joint Board	12/3
Social Work Section	10/16, 11/18, 12/4
Marriage & Family Therapist	12/3
Professional Counselor Section	12/12

**Meetings are held at DRL & begin at 8:00 a.m.  
The public is welcome.**

**DID YOU KNOW THAT YOU CAN ACCESS  
MOST INFORMATION ON THE DEPARTMENT  
OF REGULATION & LICENSING WEB SITE?**

Visit the Department's Web site at:

**[www.drl.state.wi.us](http://www.drl.state.wi.us)**

Send comments to: [web@drl.state.wi.us](mailto:web@drl.state.wi.us)

**CHANGE OF NAME OR ADDRESS?**

Please photocopy the mailing label of this digest, make changes in name or address, and return it to the Department. Confirmation of changes is not automatically provided. **WIS. STATS. S. 440.11 ALLOWS FOR A \$50 PENALTY TO BE IMPOSED WHEN CHANGES ARE NOT REPORTED WITHIN 30 DAYS.**